

# EXPANSIVE IMPACT

## AN INVITATION TO LEAD IN EVERYDAY MOMENTS

BY SARAH M. YOUNG

### INTRODUCTION

Thank you for being part of this offering through ILOTA! Below, you'll find some information for our upcoming session in September.

### WHAT TO EXPECT

We will have a facilitated session with Sarah, followed by break-out sessions hosted by ILOTA leaders. The breakout sessions will be focused on a particular invitation from the book, so that you can dive deeper into whichever section feels most helpful to you at this time.

### PRIOR TO THE SESSION

You are welcome to read the book in advance. Otherwise, you can read whichever invitation appeals most (Be Compassionate; Be Conscious; Be Clear; Be Curious; Be Courageous; Be Creative) and attend the breakout discussion that aligns with that particular invitation.

### STRUCTURE OF THE BREAKOUT SESSIONS

Here is a loose structure for what to expect during the breakouts. Please note that each breakout might vary a bit based on the individual facilitation style of your ILOTA leader.

- 1. Introductions**
- 2. Agreements**
- 3. Exploration**
- 4. Conclusion**

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### POSSIBLE QUESTIONS TO EXPLORE DURING THE BREAKOUTS

#### **Overall**

- What was most impactful to you about the book overall?
- Which topics or themes stood out to you most?
- What did you learn about yourself through the process of reading?
- What ideas or take-aways are you working on or implementing?
- Which sections do you want to revisit or re-read?

#### **Be Compassionate: Lead with Love**

- Have you ever received feedback that conflicted with your core values or sense of personal integrity? How did you reconcile that?
- What does it mean, to you, to lead with love? How do you personally practice leading in a way that is both soft and strong? What is hard about it?
- What practices help you to be present? Where / when do you struggle to do so?
- How do you like to connect with others? How do you like it when others connect with you?
- Share a meaningful moment of connection that you've been part of in the past. What was most meaningful about it? What stands out to you today?

#### **Be Conscious: Lead from Within**

- What did you learn about yourself within this section?
- What are your values? What do they look like in action?
- What are your strengths? What is your unique brilliance? When and how does it sometimes overfunction? What does it look like when it does?
- What is something that you are working toward in the future? What are some steps you're taking in this direction right now?
- What is the most challenging leadership experience you've encountered in your own life? What did you learn from it?
- Which is your natural approach: manage, lead, coach, or do? How does it serve you, and how does it get in your way?

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### **Be Clear: Lead in Relationship to Reality**

- What assumptions are familiar to you? What do you know about them?
- What assumptions would you benefit from clearing or working through?
- What are your favorite “inner stories” or narratives that pop into your head? How do you work with them, or work through them?
- What relationships, meetings, or projects could benefit from designing a clear container? What could it look like to step back and create this?
- What relationships or projects could benefit from clarity related to expectations? What could it look like to create this clearly —have a discussion related to expectations?

### **Be Curious: Lead by Looking for Clues**

- In what spaces do you find it hardest to remain curious?
- Where do you struggle with “being certain” versus working to be curious?
- Where in your work or life would you like to listen more deeply?
- Where would you like to cultivate greater understanding, even if it is a topic or person with whom you might not agree?
- What could it look like to take a coach approach with team members?
- Are there any instances when you are unintentionally acting as a seagull? What could it look like to embrace the way of the eagle instead?

### **Be Courageous: Lead with Truth from the Heart**

- Where do you tend to fall —more toward truth, or more toward heart?
- What is your personal stretch area, as it relates to standing in the middle and telling the truth with heart?
- What systems are you currently part of? How is the overall wellbeing of these systems? And, which systems could benefit from a bit more attention from you?
- Where is your leadership needed within a system that you are part of? What could it look like to lead within this system accordingly?
- What could it look like to cultivate feelings of psychological safety within meetings, teams, or spaces that you are part of?
- Where in the past might you have unintentionally given feedback that was a projection or an interpretation of someone else’s behavior? What could it look like to give expectation-based feedback that is specific and actionable?

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### **Be Creative: Lead with Agility**

- Where in my work or life am I swimming upstream? What leads me to feel this way?
- What is one small shift I could make that would help me to swim with the current?
- What situations in my work or life could benefit from a helicopter view? How might this perspective help me to approach the situation differently?
- Where am I being swept away by the current or spraying the firehose? What could it look like to practice conscious action instead?
- What is a decision I'm currently considering? What is Path A and Path B? And, what are a few possible middle paths to consider?
- What is one small positive change that I can make in this moment? Later today? Tomorrow?

### ADDITIONAL RESOURCES

If you are interested in additional resources, here are a few links:

- <https://www.zingcollaborative.com/book> - for more information and related resources
- <https://learn.zingcollaborative.com/courses/expansive-impact-an-invitation-to-lead-in-everyday-moments-free-resources> - online library of free resources

### TO PURCHASE ADDITIONAL COPIES FOR LOVED ONES OR COLLEAGUES

The book is available through most major retailers, or on order through your favorite local bookstore. You can also request a copy from your local library.

- [Link to Amazon](#)
- [Link to Bookshop](#)